CENTRAL RECRUITMENT BOARD

REPORT OF PROGRESS

FROM

1921 TO 1930

No. 2931/C.R.B.

OFFICE OF THE CENTRAL RECRUITMENT BOARD,
PUBLIC OFFICES,
Bangalore, dated 17th December 1930.

FROM

D. C. SUBBARAYAPPA, ESQ., B.A., B.L.,
Secretary, Central Recruitment Board.

TO

R. RANGA RAO, ESQ., B.A., B.L.,
Offg. *Chief Secretary to the Government*
of Mysore, Bangalore.

SIR,

I am directed to submit herewith a Report on the progress achieved in the matter of the appointment of members of backward communities to the public service in Mysore from 1921 to 1930.

2. It is nearly a decade since Government accorded sanction to a definite policy in respect of the encouragement to be shown to members of backward communities for entry into the public service in Mysore. Reports as to the progress achieved in carrying out this policy have been published from time to time and Government have more than once taken note of the defects brought to light and directed the adoption of remedial measures for their removal. It is now proposed to take stock of the progress achieved so far and submit a consolidated report on the subject.

3. In 1921, while passing orders on the recommendations of a committee constituted under the chairmanship of the late Sir Laslie Milier, Government directed that attempts should be made to increase the representation of backward communities in the public service in Mysore so as to raise the proportion of members of such communities in all head-quarter and district offices of all departments gradually to 50 per cent of the total strength (exclusive of those in inferior service) within seven years.

4. With this object in view, they issued instructions to all officers authorised to make appointments in the public service that preference should be given to candidates of backward communities in respect of initial appointments provided they possessed the prescribed minimum qualification, even though they may be less qualified than other candidates. Certain other concessions were also granted, the principal among them being the following :—

(1) In respect of candidates of backward communities, the maximum age for entry into service was raised from 25 to 28 years.

(2) To enable backward communities to take advantage of the opportunities afforded for entry into public service, special facilities were offered in the shape of scholarships to members of such communities.

(3) The minimum qualifications required for the various grades of appointments were revised.

(4) While it was considered undesirable to abolish competitive examinations for direct recruitment to the higher ranks of the service, it was laid down as a policy that an adequate number of candidates from among backward communities should be selected by nomination on each occasion of recruitment by competition.

(5 In view of the desirability of posting an increasing number of officers belonging to backward communities to the head-quarter offices, Government agreed to consider specially the claims of officers belonging to such communities in filling up appointments at head quarters.

5. To ensure that the intention of Government was given effect to by appointing officers, Government directed the constitution of a Central Recruitment Board with one of the Members of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members, three representatives of the principal backward communities in the State as non-official members and one of the Assistant Secretaries to Government as Secretary. The Board had no power of direct appointment, but had to act as a Vigilance Committee. It was charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of different communities in the public service.

6. The Board had functioned for scarcely a year when it was found that the conditions created by retrenchments effected in the year 1922 seriously affected the progress in the recruitment of candidates of backward communities in the public service. As many as 574 posts were abolished as a result of these retrenchments and officials who were thrown out of employment were ordered to be given preference over new candidates including those belonging to backward communities.

7. As the progress in re-absorbing discharged officials was necessarily slow owing to paucity of vacancies, there was also a corresponding retardation in giving effect to the policy of Government enunciated in the order passed on the report of the Miller Committee.

8. Government therefore thought it desirable in an order passed in January 1923 to direct the adoption of the following special measures to overcome the disadvantageous position brought about by the orders of retrenchment referred above :—

(1) It was directed that some vacancies should be created in the clerical and subordinate executive services up to and inclusive of the grade of Amildars by retiring some officials who had completed the qualifying service required for earning a pension equal to half their pay even though they had not reached the age of superannuation.

(2) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three Probationerships were ordered to be created temporarily in each department for each grade of executive service, two of these appointments at least being recruited by members of backward communities.

(3) As the constitution of the Central Recruitment Board was of too limited a character, the President of the Board was requested to invite the Heads of all major departments to the meetings of the Board when the quarterly returns were reviewed so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, review the results achieved, and in the light of the difficulties experienced, suggest modifications in the rules and procedure for securing better results.

9. In the year 1925, in view of the large number of applications for the grant of exemptions from possessing the prescribed general educational qualifications for being appointed to vacancies and of cases of irregular appointments made in contravention of the Rules of Recruitment coming up for disposal, Government considered it desirable to order the formation of a Sub-Committee of the Central Recruitment Board with the Revenue Commissioner as Chairman and three non-official gentlemen as Members to consider such cases and facilitate their disposal.

10. In order to provide further facilities for the entry of new recruits possessing general educational qualifications, but not qualifications in departmental tests in appointments for which such tests have been prescribed, it was ordered in October 1928 that candidates possessing the general educational qualifications prescribed for such appointments should be entertained on probation subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years. Provision was also made for the training of such candidates for a period of three months.

11. The purely technical appointments in the Railway Department as well as in the Government Press were ordered to be taken outside the scope of the Central Recruitment Board as it was represented that technical knowledge and training were of greater importance in such cases than mere academical qualifications.

12. As it was brought to the notice of Government that the Rule passed in the year 1921 to the effect that appointing officers should invariably give preference to candidates of backward communities in making initial appointments until the proportion of such candidates attained the limit of 50 per cent worked as a hardship in the case of Brahmin candidates, orders were issued in June 1927 directing that, in departments in which the representation of backward communities had not reached the prescribed limit, 75 per cent of the vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining 25 per cent should be made available to members of all communities. It was also directed that in departments in which the representation of backward communities had reached the precribed limit, two-thirds of the number of vacancies available for direct recruitment should be reserved for candidates of such communities and one-third made available to members of all communities. These instructions were intended to be in force irrespective of the seven-year limit prescribed in the order of 1921. Instructions were also issued about the procedure to be adopted in cases in which no eligible candidates belonging to backward communities applied for vacancies advertised for such communities or having applied, declined or failed to take up the appointments. The main principle kept in view in such cases was that such vacancies should as far as possible be utilised for providing for members of backward communities and it was only when several attempts in this direction proved infructuous that they could be allowed to be disposed of otherwise and that too with the specific sanction of Government in each case.

13. Although there has been some improvement in the proportion of members of backward communities in the State Service for the past 10 years as a result of the steps taken by Government, it must be admitted that the results achieved so far have not been commensurate with the amount of thought and trouble devoted to the subject. This is perhaps because the attention of the Board has been confined mainly to appointments in the lower grades. The question of appointing a Staff Selection Board to see to the introduction of adequate representation of backward communities in the higher ministerial and gazetted ranks of the service was considered by Government in the early part of last year and it was decided that the question as to what measures were necessary to improve their representation may be examined by the Central Recruitment Board and definite proposals submitted to Government for orders. The Revenue Commissioner, who examined the question in respect of the Revenue Department, has expressed the opinion that, so far as the recruitment to the grade of Assistant Commissioners and Amildars is concerned, the existing system is well suited to promote the representation of backward communities and no change is called for in it. But he thinks the case is different in regard to important ministerial appointments in the Revenue Department such as those of District Sheristedars, Taluk Sheristedars, Head Accountants, Head Gumastas and so on. The Revenue Commissioner brings to notice that the proportion of members of backward communities holding these offices is exceedingly small. He considers that, unless there is some radical improvement in the methods of recruitment to these higher ministerial appointments, there is no likelihood of improving the efficiency of these offices or of increasing the representation of backward communities therein. He has therefore submitted a scheme for the appointment of Probationary Clerks so that they may, after the necessary training for a year or two, be able to fill the important ministerial appointments referred to above. The question is under the consideration of the Central Recruitment Board and the principles that may be found suitable for the Revenue Department could be applied, with necessary modifications to other departments.

14. The question of regulating appointments in the University came up for consideration in the year 1928 and orders were passed in August of that year issuing definite instructions with regard to appointments in the tutorial staff of the University. It was agreed that the main consideration in all tutorial appointments should be the efficiency of teaching in the University and that such a consideration should be regarded as paramount. It was ordered at the same time that the University

should keep in view the desirability and importance of securing adequate representation of backward communities on its tutorial staff as far as may be with due regard to efficiency of teaching. All appointments of and above the grade of Assistant Professors were directed to be advertised direct oy the University as heretofore, while those in vacancies below that grade were directed to be advertised through the Central Recruitment Board.

15. It having been observed that the composition of the tutorial staff of the University in March 1929 consisted of 233 members, of whom only 35 belonged to backward communities, the University Council sent up a Resolution to Government to the effect that, when candidates of all communities applied for a vacancy, the candidate of a backward community should be preferred to another of approximately equal qualifications. Orders approving of this resolution were passed in April 1929.

16. As it was brought to notice that the representation of members of backward communities in the executive service of the Education Department was not adequate, orders were issued about the beginning of 1930 directing that the four officers belonging to backward communities who were acting as Assistant Inspectors be placeed in the grade of Rs. 75—10—125 by a temporary addition of posts in the grade until they could be absorbed in vacancies then existing or that might occur later on.

17. Rules were issued in the years 1925 and 1927 to provide for the employment of Government officials to certain appointments under the Town and Minor Municipal Councils and the Bangalore City Municipal Council. But no rules had so far been issued under sections 186 (j) and 187 of the Municipal Regulation to regulate the appointment of persons who were not under Government employ. Orders were therefore issued in October 1930 making certain rules for determining the mode and conditions of appointing non-gazetted officers in the superior service of the Municipal Councils in the State. According to these Rules, all Municipal Councils in the State, including the two City Municipalities, are bound to conform to the Rules of Recruitment in making appointments on their establishment.

18. Appointments in the Secretariat were till recently outside the scope of Recruitment Rules. Orders were passed in December 1929 introducing these rules into the General and Revenue Secretariat and its associated offices. In order to increase the representation of backward communities in the Secretariat, it was also directed that, in all acting vacancies occurring in the Secretariat for the next two years, candidates of backward communities should be appointed if available. Action taken in this direction has enabled a good many qualified candidates of backward communities to get an opportunity of securing a footing in the Central Offices of Government, the number of such candidates so appointed being 14 since the passing of the order.

19. No report relating to increased representation of backward communities in the public service can be considered complete, if it has no reference to the action taken for the improvement of Adi-karnatakas and Adi-dravidas who come under the term Depressed Classes. Government have taken steps in several directions for promoting the moral and material welfare of these classes, such as, by the system of land grants, establishment of agricultural colonies, opening of separate Co-operative Societies, creation of special facilities for their education, etc. But for purposes of this report, it would perhaps be enough if attention was confined to the action taken for providing for the representation of members of these classes in the public service of the State. Several representatives of these classes repeatedly urged for special preference being shown to qualified candidates among them in the matter of securing appointments suited to their qualifications. Government viewed their prayer with sympathy and directed in an order passed in February 1922 that qualified candidates of such classes seeking employment in Government departments should be given the *first preference*. But as it was represented that these directions had given rise to divergent views as to the principle that should be adopted in selecting candidates belonging to depressed classes for appointment, a fresh order was issued in April 1929 giving clear instructions as to the extent to which preference should be shown to members of these classes in General Vacancies open to all classes as well as in Special Vacancies reserved for members of backward communities. There is reason to believe that these orders have enabled several candidates of Depressed Classes to secure appointments suited to their qualifications in various offices in the State.

20. The following table shows the percentage of appointments of various grades held by members of backward communities in the years 1918 and 1930:—

Salary	Community	1918	1930
Rs. 100 and below ...	Non-Brahmin ..	26	32
	Brahmin ..	74	68
100 to 250 ...	Non-Brahmin ...	18	28
	Brahmin ...	82	72
250 to 450 ...	Non-Brahmin ...	24	26
	Brahmin ...	76	74
450 to 800 ..	Non-Brahmin ..	33	31
	Brahmin ..	67	69
800 and upwards ...	Non-Brahmin ...	29	28
	Brahmin ...	71	72

From the above, it will be seen that the percentage in respect of backward communities in the higher ranks of the service has not shown any marked improvement since 1918. This is more or less inevitable as the appointments in the higher ranks are regulated by the promotion of men already in service irrespective of the communities to which they belong. But the 50 per cent limit in respect of ministerial appointments coming within the purview of the Central Recruitment Board has been reached in 10 out of 65 offices in the year 1929-30. (*Vide* Appendix).

21. A brief retrospect has been given in the preceding paragraphs of the progress achieved under the various items coming within the purview of the Central Recruitment Board. Mention may now be made of progress achieved in some other directions which, though not coming within the direct purview of the Board, have a material bearing on the advancement of the interests of backward communities in the State.—

(1) Facilities have been offered for the education of members of backward communities by the award of special scholarships.

(2) Some of the appointments to the Civil Service are made by the direct nomination of members of backward communities.

(3) In making selections for appointment as Probationers in the Revenue and some other departments, special preference is shown to candidates of backward communities.

(4) Qualified officials of backward communities in the Revenue and other departments whose pay is not less than Rs. 50 are selected for inclusion in the Amildari Eligibility list and Government have accepted the principle that two out of three vacancies in the Amildari and Deputy Amildari service should be filled up by candidates of backward communities.

22. This report may now be concluded with the following brief summary of the main items of progress dwelt in detail in the foregoing paragraphs:—

(1) A policy was laid down in May 1921 that attempts should be made to increase the representation of backward communities in the public service so as to raise the proportion to 50 per cent of the total strength within seven years.

(2) A Central Recruitment Board was constituted to serve as a Vigilance Committee in respect of appointments made in the various departments of Government and to watch the progress made in increasing the representation of backward communities in the public service from time to time.

(3) Retrenchments effected in the year 1922 seriously affected the progress in this representation and certain special measures were ordered to be adopted to overcome the disadvantageous position brought about by the orders of retrenchment.

(4) A Sub-Committee of the Central Recruitment Board was formed in December 1925 to consider cases of exemption from the strict application of Rules.

(5) Orders were issued in June 1927 directing that ⅞ths and in some cases ⅞rds of the number of vacancies available for direct recruitment should be reserved for candidates of backward communities and the remaining vacancies made available

to members of all communities. These instructions were to be in force even after the lapse of the seven year limit prescribed in the order of 1921.

(6) The question of appointing Probationary Clerks for the Revenue Department is under consideration.

(7) The principles to be adopted with regard to appointments in the University have been defined.

(8) Four places in the grade of Rs. 75-10-125 were created in the Education Department for the appointment of members of backward communities as Assistant Inspectors of Education.

(9) Orders were issued in 1930 directing all Municipal Councils to conform to the Rules of Recruitment in making appointments on their establishment.

(10) The Rules of Recruitment were made applicable to the General and Revenue Secretariat and its Associated Offices in December 1929 and 14 members of backward communities have been appointed to the Secretariat since then.

(11) Provision has been made for preference being shown to members of Depressed Classes in the matter of getting appointments in the public service.

(12) Action has been taken in several other directions for promoting the advancement of the interests of backward communities, such as, by the award of scholarships, appointments to the Civil Service and as Probationers in the Revenue and some other departments, inclusion in the Amildari Eligibility List and preference in being sent out as Amildars and Deputy Amildars.

I have the honor to be,
Sir,
Your most obedient servant,

D. C. SUBBARAYAPPA,
Secretary, Central Recruitment Board.

Comparative Statement showing the number of appointments held by members of various communities in the years 1918 and 1929.

Communities	Appointments carrying a salary of							
	Less than Rs. 25		Rs 25 to 50		Rs. 50 to 100		Rs. 100 to 250	
	1918	1929	1918	1929	1918	1929	1918	1929
1. Brahmins	5,407	559	2,821	2,901	882	1,373	362	435
2. Bedars	12	20	2	16	...	3	1	1
3. Gollars	13	17	3	28	...	6	...	1
4. Kshatrias	158	55	42	116	16	42	6	7
5. Kurubas	44	59	2	81	2	8	...	2
6. Lingâyets	412	155	50	231	25	59	10	21
7. Mudaliars	85	43	216	124	82	103	19	39
8. Naidus	86	26	107	83	38	64	5	20
9. Vaisyas	41	14	22	53	10	26	2	9
10. Banajigas	89	78	8	58	2	24	1	5
11. Vokkaligas	258	191	54	152	18	34	4	16
12. Other Caste Hindus	372	256	61	266	14	100	4	22
13. Jains	34	6	8	32	1	6	...	1
14. Mahommedans	803	324	177	359	65	65	17	19
15. Christians	257	187	71	200	45	76	7	19
16. Other Communities	9	16	8	...	3	...	...	...
17. Adi-karnatakas and Adi-Dravidas...	59	44	8	43	...	2	...	2
18. Anglo Indians and Eurpoeans ...	11	1	19	12	41	31	44	26

NOTE.--The figures given for the year 1929 are in respect of only 53 out of 65 Offices.

The offices from which the Statements are due are noted below :—

1 General and Revenue Secretariat.
1 Superintending Engineer, Shimoga Circle.
1 Director of Industries and Commerce.
2 Presidents of District Boards, Kolar and Mysore.
7 Presidents of Municipalities—Sagar, Tumkur, Anekal, Dodballapur, Malur, Chickmagalur and Tumkur.

Total.. 12

APPENDIX.

Showing the percentage of members of Backward Community Classes in public service in various Departments during the years 1922-29.

	Name of office or Department	Ministerial Service								Executive Service							
		1922	1923	1924	1925	1926	1927	1928	1929	1922	1923	1924	1925	1926	1927	1928	1929
1	General and Revenue Secretariat and Associated Offices	25	25	30	30	32	31	33	38	...	...	...	...	...	...	...	...
2	Comptroller's Office ...	18	19	22	23	23	29	31	33	...	...	...	...	...	...	..	...
3	Muzrai Department ...	...	...	...	...	...	45	35	41	...	...	...	...	...	...	.	...
4	Revenue Department ...	18	19	19	19	24	45	29	31	34	40	40	40	40	...	49*	51
5	Judicial Department ...	25	30	31	46	47	39	39	41	46	47	49	49	51	47	50*	52
6	Education Department ...	13	17	18	14	18	...	21	21	34	35	37	44	46	48	51*	51
7	University ...	...	...	...	...	...	...	29	31	...	...	...	...	...	...	17	23
8	Agricultural Department ...	28	27	24	28	28	32	30	33	40	40	37	37	41	47	46	60
9	Police Department ...	16	19	24	24	24	48	45	39	58	56	55	58	58	58	59*	59
10	Medical Department ...	75	82	72	80	80	66	65*	68	77	75	63	70	68	65	70*	71
11	Forest Department ...	18	19	18	20	22	25	29	26	41	35	33	37	34	42	44	45
12	Excise Department ...	20	22	29	29	29	39	32	31	51	51	49	55	51	50	57*	59
13	Income-tax Department ...	20	21	29	27	...	30	32	31	17	17	17	20	...	17	33	33
14	Prisons Department ...	13	39	25	25	...	29	41	38	91	96	79	82	...	83	90*	90
15	Public Works Department ...	30	30	26	24	...	34	36	40	24	22	24	23	...	24	24	23
16	Railway Department ...	27	30	29	32	...	67	28	29	29	28	23	22	...	...	27	29
17	Electrical Department ...	32	40	34	34	...	41	42	45	40	42	38	39	...	42	53*	45
18	Co-operative Department ...	25	23	28	28	...	28	21	38	21	19	20	17	...	31	27	40
19	Joint Stock Companies* ...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	..	...
20	Military Department ...	26	26	22	...	...	28	33	29	33	29	100	...	...	...	57*	67
21	Mines and Geology ...	31	50	36	55	...	50	40	40	33	50	...	...	...	100	20	43
22	Industries and Commerce Department.	19	28	20	40	...	36	33	36	63	60	50	53	...	...	58*	63
23	Sandal Oil Factory ...	...	...	....	...	...	...	6	6	...	...	...	...	...	...	30	31
24	Horticulture ...	30	30	43	43	...	27	50*	53	56	56	30	30	...	60	62*	59
25	Revenue Survey ...	24	15	14	14	...	...	13	20	4	4	4	4	...	...	4	22
26	Registration ...	5	13	17	17	...	15	23	...	...	...	...	...	...	...	...	...
27	Stamp Department ...	50	50	60	67	...	27	53	55	...	...	...	...	...	...	...	...
28	Printing Department ...	65	66	66	66	...	61	68*	72	...	...	...	...	...	...	...	...
29	Stationery Department ...	50	50	68	60	...	70	33	33	...	...	...	...	...	...	...	...
30	Museum ...	60	60	60	60	...	...	50*	50	...	...	...	...	...	...	...	...
31	Life Insurance Department ...	40	40	63	42	...	...	56*	52	...	...	...	...	...	...	....	...
32	Local Boards ...	20	16	19	24	...	51	30	27	58	62	57	57	...	...	63*	64
33	Municipalities ...	24	31	23	30	...	...	21	29	52	55	44	47	...	...	5 *	60
34	Meteorological Reporter ...	...	...	...	...	...	...	37	38	...	..	...	...	...	...	...	...
35	Sanitary Board, Kolar Gold Fields.	...	...	...	...	...	...	20	33	...	...	...	...	...	...	59*	63

The percentages of Backward Communities have risen to 50 per cent and above in 6 and 14 departments in Ministerial and Executive Establishments respectively.

* Only Brahmins employed during 1928-29.

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

Dated, Bangalore, 22nd July 1929.

No. 499-548/C.R.B.

From

R. RANGA RAO, Esq., B. A., B. L.,
Offg. Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To

The Secretaries to Government
The Heads of Departments.
The Deputy Commissioners of Districts.
Officers in charge of Independent Units.

Sir,

I am directed to forward herewith an extract* from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929 and to request that a statement in the form annexed may kindly be caused to be prepared and sent to this office not later than the 15th August 1929, in respect of the non-gazetted appointments of the superior service - both ministerial and executive - of the several classes in your Department or Unit, as a whole, as on the 30th June 1929.

I am to add that a similar statement may be caused to be prepared at the end of each official year and submitted to Government by the 5th August following the year to which it relates.

I have the honor to be,
Sir,
Your most obedient servant,

D C Subbarayappa.
For Offg. Chief Secretary to Government.

Extract from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929.

SUBJECT NO.6: The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the gazetted service.

RESOLUTION: A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No.1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee.

P. T. O

Statement showing the number of Non-gazetted appointments of the Superior Service held by the differen communities in the State Service on the 30th June.....

Communities	Appointments carrying a salary of				Total	Remar.
	Less than Rs.25 per mensem (Superior Service only.)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
1. Brahmins.	2+5+1+12+2+1+2+1+9+1+1+9+3+1+7+1+7+6+2+3+1+2+10+3+3+1+2+5+2+1+1+2+7+1+2+2+3+24+14+1+2+6+3+1+1+1+					
2. Bedars.						
3. Yadavas Gollars.						
4. Kshatriyas.	1+3+1+1+1+1+1+1+4					
5. Kurubas.	1+					
6. Lingayets.	1+1+1+1+1+1+1+					
7. Mudaliars.	1+1+1+1+1+1+					
8. Naidus.	1+1+1+1+1+					
9. Vaisyas.	1+					
10. Telugu-Banajigas.						
11. Vokkaligas.	1+1+1+					
12. Other caste Hindus.	1+					
13. Jains.						
14. Mahomedans.	1+3+1+1+1+1+1+1+3+1+1+1+1+1+1+1+					
15. Christians.	1+1+1+1+1+1+1+1+1+1+1+					
16. Other Communities, Parsis, Jews Buddhists, etc.						
17. Adikarnataka-kas or Adi-dravidas and other depressed classes.						
18. Anglo-Indians and Europeans.	2+1+1+1+1+1+					
Total.						

Total | 450 – 800

124 2+2+6+3+9+1+1+2+3+1+4+3+1+5+3+1+1+1+3+3+2+1+3
2+1+1+2+13+6+1+1+3+2+3+2+3+

13 2+1+1+

1 +

6 1+1+1+2+1+1+

5 1+1+1+1+1+1+1+1+1+1+

4 1+1+

1 1+

– 1+

3 1+1+

1 1+1+1+

–

18 1+1+2+1+1+1+1+1+

9 1+1+1+1+1+1+1+1+2+1+1+

1+ ——

6 1+1+1+1+1+1+2+1+1+1+

Total

88

10 2+6+11+1+2+1

4

–

7 1+1+

10

2

1

1

2 1+1+

3 1+1+1+

–

9 1+1+3+

11 1+1+1+

1 1+ —

11 2+1+4+1+1+1+

APPENDIX.

Showing the percentage of members of Backward Community Classes in public service in various Departments during the years 1922-29.

Sl. No.	Name of office or Department	Ministerial Service								Executive Service					
		1922	1923	1924	1925	1926	1927	1928	1929	1922	1923	1924	1925	1926	1927	1928	1929
1	General and Revenue Secretariat and Associated Offices	25	25	30	30	32	31	33	38	...	...	...	...	...	...	...	...
2	Comptroller's Office ...	18	19	22	23	28	29	31	33	...	...	...	...	...	...	...	...
3	Muzrai Department ...	...	...	...	...	...	30	35	41	...	...	...	...	...	...	...	...
4	Revenue Department ...	18	19	19	19	24	28	29	31	34	40	40	40	40	43	49*	51
5	Judicial Department ...	25	30	31	46	47	39	39	41	46	47	49	49	51	48	50*	52
6	Education Department ...	13	17	18	14	18	22	21	21	34	35	37	44	46	48	51*	51
7	University ...	...	...	...	...	...	30	29	31	...	...	...	...	...	24	17	23
8	Agricultural Department ...	28	27	24	29	33	32	30	33	40	40	37	37	41	47	46	50
9	Police Department ...	16	19	21	24	24	48	45	39	58	56	56	58	58	60	59*	59
10	Medical Department ...	75	62	72	80	80	64	65*	63	77	75	63	70	68	68	70*	71
11	Forest Department ...	18	19	18	20	22	25	29	26	41	35	33	37	34	44	44	45
12	Excise Department ...	20	22	29	29	29	39	32	34	51	51	49	55	51	50	57*	59
13	Income-tax Department ...	20	21	23	27	...	30	32	31	17	17	17	20	...	33	33	33
14	Prisons Department ...	13	39	25	25	...	29	41	33	91	96	79	52	...	90	90*	90
15	Public Works Department ...	30	30	26	24	...	34	36	40	21	22	24	23	...	24	24	23
16	Railway Department ...	27	30	29	32	...	60	28	29	29	28	23	22	...	...	27	29
17	Electrical Department	32	40	34	34	...	41	42	45	40	42	38	39	...	42	53*	45
18	Co-operative Department	25	23	28	28	...	28	21	38	21	19	20	17	...	31	27	40
19	Joint Stock Companies	...	...	...	...	...	25	...	...	...	...	...	...	...	...	...	...
20	Military Department	26	26	22	...	...	28	33	29	33	29	100	...	...	75	57*	67
21	Mines and Geology ...	31	50	36	55	...	60	40	40	33	50	...	...	...	100	20	43
22	Industries and Commerce Department.	19	28	20	40	...	36	33	36	63	60	50	53	...	60	58*	63
23	Sandal Oil Factory	...	...	...	...	...	6	6	6	...	...	...	...	...	33	30	31
24	Horticulture	30	30	43	43	...	27	50*	53	56	56	30	30	...	60	62*	59
25	Revenue Survey	24	15	14	14	...	15	13	20	4	4	4	4	...	2	4	22
26	Registration	15	13	17	17	...	16	28	...	...	...	...	...	...	...	...	...
27	Stamp Department ...	50	50	60	67	...	27	53	55	...	...	...	...	...	...	...	...
28	Printing Department ...	65	66	66	66	...	61	68*	72	...	...	...	...	...	...	...	...
29	Stationery Department ...	59	59	68	60	...	10	33	33	...	...	...	...	...	...	...	...
30	Museum ...	60	60	60	60	...	46	50*	50	...	...	...	...	...	...	...	...
31	Life Insurance Department. ...	40	40	53	42	...	43	56*	52	...	...	...	...	...	...	...	...
32	Local Boards ...	20	16	19	24	...	51	30	27	58	62	57	57	...	62	63*	
33	Municipalities ...	24	31	28	30	...	28	21	29	52	55	44	47	...	50	5*	
34	Meteorological Reporter ...	...	...	...	...	...	19	37	38	...	...	...	...	...	...	...	...
35	Sanitary Board, Kolar Gold Fields.	...	...	...	...	...	33	20	31	...	...	...	...	...	59	59*	

* The percentages of Backward Communities have risen to 60 per cent and above in 6 and 14 departments in Ministerial and Executive Establishments respectively.

† Only Brahmins employed during 1928-29.

Comparative Statement showing the number of appointments held by members of various communities in the years 1918 and 1929.

Communities	Appointments carrying a salary of							
	Less than Rs. 25		Rs 25 to 50		Rs. 50 to 100		Rs. 100 to 250	
	1918	1929	1918	1929	1918	1929	1918	1929
1. Brahmins	5,407	559	2,821	2,901	852	1,373	362	435
2. Bedars	12	20	2	16	...	3	1	1
3. Gollars	13	17	3	28	...	6	...	1
4. Kshatrias	158	55	42	116	16	42	6	7
5. Kurubas	44	59	2	81	2	8	...	2
6. Lingayets	412	155	50	231	25	59	10	21
7. Mudaliars	85	43	216	124	82	103	19	39
8. Naidus	86	26	107	83	38	61	5	20
9. Vaisyas	41	14	22	53	10	26	2	9
10. Banajigas	89	78	8	58	2	24	1	5
11. Vokkaligas	258	191	54	152	18	31	4	16
12. Other Caste Hindus	372	256	61	266	14	100	4	22
13. Jains	34	6	8	32	1	6	...	1
14. Mahommedans	803	324	177	359	65	65	17	19
15. Christians ...	257	187	71	200	45	76	7	19
16. Other Communities	9	16	8	...	3	...	...	...
17. Adi-karnatakas and Adi-Dravidas ...	59	44	8	43	...	2	...	2
18. Anglo Indians and Europeans ...	11	1	19	12	41	31	44	26

NOTE.--The figures given for the year 1929 are in respect of only 53 out of 65 Offices.

The offices from which the Statements are due are noted below :—

1 General and Revenue Secretariat.
1 Superintending Engineer, Shimoga Circle.
1 Director of Industries and Commerce.
2 Presidents of District Boards, Kolar and Mysore.
7 Presidents of Municipalities--Sagar, Tumkur, Anekal, Dodballapur, Malur, Chickmagalur and Tumkur.

Total.. 12

Statement showing the number of Gazetted Appointments held by the different communities in the State Services on the 30th June 1930.

Communities	Appointments carrying a Salary of				Remarks.
	Rs 250 & less than 450	Rs 450 & less than 800	Rs 800 and above	Total	
1. Brahmins	202	109	59	370	
2. Bedars	—	—	—	—	
3. Gollars	—	—	—	—	
4. Kshatriyas	13	5	—	18	
5. Kurubas	—	—	—		
6. Lingayets	7	5	2	14	
7. Mudaliars	4	10	—	14	
8. Naidus	3	3	—	6	
9. Vaisyas	2	1	—	3	
10. Telugu Banajigas	1	—	—	1	
11. Vokkaligas	3	8	2	13	
12. Other Caste Hindus	5	3	3	11	
13. Jains	—	—	—	—	
14. Mahomedans	16	10	5	31	
15. Christians	7	10	3	20	
16. Other Communities	—	—	1	1	
17. Adi Karnataka etc.	—	—	—	—	
18. Anglo Indians etc.	9	12	15	36	
Total	272	176	90	538	

From
250 - 450

Statement showing the number of Non-gazetted appointments of the Superior Service held by the different communities in the State Service on the 30th June.....

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only.)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
1. Brahmins.	+2+5+3.....+1+6+6+2..+1.....+3+1+3				+3.....+1..+8+6.+1..	
2. Bedars.	+8+7....+1.+1..+1.+8+8.+1+1+3..+1 +7..+1+2+2+4+4+1+1+1+1+2+5 +5+16+15..+1+1..+1+1+1+4+3.+1. →				+4+6....+1+2.+5 +3+1+2.+2+2+2..+8 202	
3. Gollars.						
4. Kshatriyas.	.....+1+2+1+1..... +1..... +1.....					
5. Kurubas.					.....+2+2. →13	
6. Lingayets.	.....+1+1+2..... +1.....				.....+7..... +1.....	
7. Mudaliars.	+1..... +1..... +1.....				→7 +1+1..... →4	
8. Naidus.	.....+1..... +1.....				.....→3	
9. Vaisyas.	.....+1.....				.....→2	
10. Telugu-Banajigas.	+1.....				→1	
11. Vokkaligas.					.....+2..+1..... →3	
12. Other caste Hindus.	.....+2.....+1+1				.....+1..... →5	
13. Jains.						
14. Mahomedans.	.....+1+1+2..... +2+1.+1...+1.+1.....				+2.....+1.....+1	
15. Christians.	.....+1..... +1.....				+1..+1 →16	
16. Other Communities, Parsis, Jews Buddhists, etc.	+1.....+1.....+1...				.....+1..+1. →7	
17. Adikarnatakas or Adidravidas and other depressed classes.						
18. Anglo-Indians and Europeans.	.....+1....+1.....+1.....				.....+3.+1...→9	
Total.						

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

Dated, Bangalore, 22nd July 1929.

No. 499-548/C.R.B.

From

R. RANGA RAO, Esq., B. A., B. L.,
Offg. Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To

The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
Officers in charge of Independent Units.

Sir,

I am directed to forward herewith an extract* from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929 and to request that a statement in the form annexed may kindly be caused to be prepared and sent to this office not later than the 15th August 1929, in respect of the non-gazetted appointments of the superior service - both ministerial and executive - of the several classes in your Department or Unit as a whole, as on the 30th June 1929.

I am to add that a similar statement may be caused to be prepared at the end of each official year and submitted to Government by the 5th August following the year to which it relates.

I have the honor to be,
Sir,
Your most obedient servant,

DC Subbarayappa.

For Offg. Chief Secretary to Government.

---

* *Extract from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929.*

SUBJECT NO.6: The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the gazetted service.

RESOLUTION: A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No.1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee.

* * *

P.T.O

From
250 — 800

Statement showing the number of Non-gazetted appointments of the Superior Service held by the different communities in the State Service on the 30th June.....

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only.)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
1. Brahmins.	+2 +2 +5 +1 +3 +7 +3 +1 +2 +1 +3 +2 +1 +1 +1 +3 +1 +2 +2 +2 +11 +2 +10 +2 +2 +2 +2 +1 +2 +2				+5 +5 +3 +2 +1 +1 +1 +1 +2 +2 +1 +1 +1 +3 →109	
2. Bedars.						
3. Gollars.						
4. Kshatriyas.	+2 +3 →5					
5. Kurubas.						
6. Lingayets.	+1 →5			+2 +1	+1	
7. Mudaliars.	+1 +1 +1 →10			+1 +1 +1	+1 +1 +1	
8. Naidus.	+1 →3			+1		
9. Vaisyas.	+1 →1					
10. Telugu-Banajigas.						
11. Vokkaligas.	+1 +1 +1 +1 →8			+2		
12. Other caste Hindus.	+1 +1 →3				+1	
13. Jains.						
14. Mahomedans.	+1 +1 +1 +1 +1 +1 →10			+1 +1	+1	
15. Christians.	+1 +2 +1 +1			→10	+1 +1 +1 +1	
16. Other Communities, Parsis, Jews Buddhists, etc.						
17. Adikarnatakas or Adidravidas and other depressed classes.						
18. Anglo-Indians and Europeans.	+1 +2 +1 +1 +1 +2			+2	+1 +1 →12	
Total.						

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

Dated, Bangalore, 22nd July 1929.

No. 499-548/C.R.B.

From

R. RANGA RAO, Esq., B. A., B. L.,
Offg. Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To

The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
Officers in charge of Independent Units.

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I am directed to forward herewith an extract* from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929 and to request that a statement in the form annexed may kindly be caused to be prepared and sent to this office not later than the 15th August 1929, in respect of the non-gazetted appointments of the superior service - both ministerial and executive - of the several classes in your Department or Unit as a whole, as on the 30th June 1929.

I am to add that a similar statement may be caused to be prepared at the end of each official year and submitted to Government by the 5th August following the year to which it relates.

I have the honor to be,
Sir,
Your most obedient servant,

DC Subbarayappa.

For Offg. Chief Secretary to Government.
RK.

*

Extract from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929.

SUBJECT NO.6: The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the gazetted service.

RESOLUTION: A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No.1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee.

* * *

R. T. O.

800 and above.

Statement showing the number of Non-gazetted appointments of the Superior Service held by the different communities in the State Service on the 30th June.....

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only.)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
1. Brahmins.	2+6+···+6+7 ··· +1+2 ··· +1 ··· +2				+2+4 ··· +1 ··· +3	
	1 ··· +3 ··· +1+1+1 ··· +1+1+ 7				+1 ··· +3	
	59 Br.					
2. Bedars.						
3. Gollars.						
4. Kshatriyas.						
5. Kurubas.						
6. Lingayets.	+1+ ··· +1					
	2 Lh					
7. Mudaliars.						
8. Naidus.						
9. Vaisyas.						
10. Telugu-Banajigas.						
11. Vokkaligas.	+0				+1	
	2 Vok.					
12. Other caste Hindus.	+1 ··· +1					
	3 O.H.					
13. Jains.						
14. Mahomedans.	1+1+ ··· +1+2					
	5 Mdns					
15. Christians.	1+ +1			+1		
	3 Xns					
16. Other Communities, Parsis, Jews Buddhists, etc.				+1		
	1 O.C.					
17. Adikarnatakas or Adidravidas and other depressed classes.						
18. Anglo-Indians and Europeans.				+2	+1+4	
	+1 ··· +1 ··· +1 ··· +2			+1 ··· +1 ··· +1		
	15 A.I.E.					
Total.						

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

Dated, Bangalore, 22nd July 1929.

No. 499-548/C.R.B.

From

R. RANGA RAO, Esq., B. A., B. L.,
Offg. Chief Secretary to the Government of His Highness the Maharaja of Mysore.

To

The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
Officers in charge of Independent Units.

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I am to add that a similar statement may be caused to be prepared at the end of each official year and submitted to Government by the 5th August following the year to which it relates.

I have the honor to be,
Sir,
Your most obedient servant,

For Offg. Chief Secretary to Government.

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* *Extract from the Proceedings of the meeting of the Central Recruitment Board held on 31st May 1929.*

SUBJECT NO.6: The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the gazetted service.

RESOLUTION: A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No.1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee.

* * *

P. T. O.

Statement showing the number of Non-gazetted appointments of the Superior Service held by the different communities in the State Service on the 30th June.....

Communities	Appointments carrying a salary of				Total	Remarks
	Less than Rs.25 per mensem (Superior Service only.)	From Rs.25 to Rs.50.	From Rs.50 to Rs.100.	From Rs.100 to Rs.250.		
1. Brahmins.						
2. Bedars.						
3. Gollars.						
4. Kshatriyas.						
5. Kurubas.						
6. Lingayets.						
7. Mudaliars.						
8. Naidus.						
9. Vaisyas.						
10. Telugu-Banajigas.						
11. Vokkaligas.						
12. Other caste Hindus.						
13. Jains.						
14. Mahomedans.						
15. Christians.						
16 Other Communities, Parsis, Jews Buddhists, etc.						
17. Adikarnatakas or Adidravidas and other depressed classes.						
18. Anglo-Indians and Europeans.						
Total.						

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I have the honor to be,
Sir,
Your most obedient servant,

K. Subbarayappa.
For Offg. Chief Secretary to Government.

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5. Kurubas.						
6. Lingayets.						
7. Mudaliars.						
8. Naidus.						
9. Vaisyas.						
10. Telugu-Banajigas.						
11. Vokkaligas.						
12. Other caste Hindus.						
13. Jains.						
14. Mahomedans.						
15. Christians.						
16. Other Communities, Parsis, Jews Buddhists, etc.						
17. Adikarnatakas or Adidravidas and other depressed classes.						
18. Anglo-Indians and Europeans.						
Total.						

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